

Customer No.:



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PATENT TRADEMARK OFFICE



Docket No.: 6565/1G622-US1

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re Application of: Neal BHAMRE; Juliana MAYER; Andres PINEDA; Colleen REILLY; Sparky Wilson ROSE; David SCHMIDT; David SOLOFF; Steven SPIECZNY

Serial No.: 09/839,502

Art Unit:

Confirmation No.: 2600

Filed: April 20, 2001

Examiner:

For: INTERACTIVE EMPLOYMENT SYSTEM AND METHOD

DECLARATION OF CHANAH BRENNERSON
IN SUPPORT OF PETITION FOR FILING UNDER 37 C.F.R. §1.47(b)

I, Chanah Brenenson, declare the following:

1. I am a patent attorney (Registration No. 47, 442) in the firm of Darby & Darby located at 805 Third Avenue, New York, NY 10022.

2. The Darby & Darby represents Robert Half International Inc. ("Robert Half") in connection with certain intellectual property matters including the above referenced patent application.

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3. Six of the inventors assigned their right in the application to Robert Half. The assignments were recorded on April 20, 2001; copies of the recordation notices are attached as A.

4. On March 20, 2001, Robert Half provided me with a declaration executed by Mr. Sparky Rose dated March 19, 2001.

5. On March 29, 2001, I sent copies of the subject patent application and Declaration with a separate cover letter to Neal Bhamre, Juliana Mayer, Andres Pineda, David Schmidt, David Soloff, and Steven Spieczny via Federal Express. Copies of cover letters are attached as Exhibit B. A copy of the declaration is attached as Exhibit C.

6. I did not have an address for Colleen Reilly. On or about January 12, 2001, I asked Robert Half for Ms. Reilly's address. An employee of Robert Half looked for an address but was not able to find one in her records. She also asked her contact person for an address. On or about April 10, 2001, the employee of Robert Half informed me that neither she nor her contact could locate an address for Ms. Reilly.

7. On or about April 10-19, 2001, I called the telephone information service and searched on the Internet but was unable to identify an address for Ms. Reilly. I called the phone numbers that I obtained in this search but was still unable to contact Ms. Reilly.

8. At the time the patent application was filed, I believed that I had exhausted all reasonable resources and that I would not be able to obtain Ms. Reilly's address.

9. After the application was filed, the employee of Robert Half informed me that upon further inquiry, her contact person was able to obtain Ms. Reilly's address.

10. On February 1, 2002, I sent a copy of the patent application and Declaration to each of the inventors via U.S. Postal Service using certified mail with return receipt. A copy of the revised declaration is attached as Exhibit D. Copies of the transmittal letters to David Soloff and Colleen Reilly along with evidence of mailing are attached as Exhibit E.

11. I received executed Declarations from Neal Bhamre, Andres Pineda, Sparky Wilson Rose, David Schmidt, and Steven Spieczny. Mr. Spieczny also included a note stating that he had moved to a different address and provided the address. Exhibit F.

12. Between March 1 and March 7, 2002, I sent follow up letters to each of the inventors with the second revised declaration. A copy of the second revised declaration is attached as Exhibit G. A copy of the cover letter to Colleen Reilly along with evidence of delivery is provided at Exhibit H. A copy of the cover letter to David Soloff along with evidence of delivery is provided at Exhibit I.

13. Neither Darby & Darby nor I have received any response from Colleen Reilly or David Soloff, as of the date of this declaration.

14. I further declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code.

Dated: March 15, 2002

Signed: Chanel Benavente



0565/1960001
UNITED STATES DEPARTMENT OF COMMERCE
Patent and Trademark Office
ASSISTANT SECRETARY AND COMMISSIONER
OF PATENTS AND TRADEMARKS
Washington, D.C. 20231

JULY 13, 2001

PTAS



101699005A

DARBY & DARBY P.C.
CHANAH BRENNERSON
805 THIRD AVENUE, 27TH FLOOR
NEW YORK, NEW YORK 10022-7513

UNITED STATES PATENT AND TRADEMARK OFFICE
NOTICE OF RECORDATION OF ASSIGNMENT DOCUMENT

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PLEASE REVIEW ALL INFORMATION CONTAINED ON THIS NOTICE. THE INFORMATION CONTAINED ON THIS RECORDATION NOTICE REFLECTS THE DATA PRESENT IN THE PATENT AND TRADEMARK ASSIGNMENT SYSTEM. IF YOU SHOULD FIND ANY ERRORS OR HAVE QUESTIONS CONCERNING THIS NOTICE, YOU MAY CONTACT THE EMPLOYEE WHOSE NAME APPEARS ON THIS NOTICE AT 703-308-9723. PLEASE SEND REQUEST FOR CORRECTION TO: U.S. PATENT AND TRADEMARK OFFICE, ASSIGNMENT DIVISION, BOX ASSIGNMENTS, CG-4, 1213 JEFFERSON DAVIS HWY, SUITE 320, WASHINGTON, D.C. 20231.

RECORDATION DATE: 04/20/2001

REEL/FRAME: 011739/0187
NUMBER OF PAGES: 6

BRIEF: ASSIGNMENT OF ASSIGNOR'S INTEREST (SEE DOCUMENT FOR DETAILS).

ASSIGNOR:

SPIECZNY, STEVEN

DOC DATE: 04/16/2001

ASSIGNOR:

MAYER, JULIANA

DOC DATE: 04/08/2001

ASSIGNOR:

SCHMIDT, DAVID

DOC DATE: 04/06/2001

ASSIGNEE:

ROBERT HALF INTERNATIONAL, INC.
2884 SAND HILL ROAD
MENLO PARK, CALIFORNIA 94025

SERIAL NUMBER: 09839502 ✓
PATENT NUMBER:

FILING DATE: 04/20/2001
ISSUE DATE:

011739/0187 PAGE 2

MARCUS KIRK, EXAMINER
ASSIGNMENT DIVISION
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05-02-2001



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U.S. DEPARTMENT OF COMMERCE
Patent and Trademark Office
Docket No.: 6565/1G622-US1

JC978 U.S. PTO
09/839502
04/20/01

1. Name of conveying party(ies):

Steven SPIECZNY; Juliana MAYER; and David SCHMIDT

Additional name(s) of conveying party(ies) attached? ☐ Yes ☒ No

3. Nature of conveyance:

- ☒ Assignment ☐ Merger
☐ Security Agreement ☐ Change of Name
☐ Other

Execution Date: 4/16/01; 4/8/01 and 4/6/01

2. Name and address of receiving party(ies):

Name: Robert Half International, Inc.

Internal Address:

Street Address: 2884 Sand Hill Road

City: Menlo Park State: CA Zip: 94025

Additional name(s) & address(es) attached? ☐ Yes ☒ No

EXPRESS MAIL CERTIFICATE

Date: 4/20/01 Label No: 62853599866Us

I hereby certify that, on the date indicated above, this paper or fee was deposited with the U.S. Postal Service & that it was addressed for delivery to the Assistant Commissioner for Patents, Washington, DC 20231 by "Express Mail" Post Office to Addressee service.

4. Application number(s) or patent number(s):

If this document is being filed together with a new application, the execution date of the application is: 4/16/01 4/8/01; 4/6/01; & 3/19/01

A. Patent Application No.(s)

09/839502

B. Patent No.(s)

Additional numbers attached? ☐ Yes ☒ No

5. Name and address of party to whom correspondence concerning document should be mailed:

Name: Darby & Darby P.C.

Internal Address: Chanah Brenenson

Street Address: 805 Third Avenue, 27th Floor

City: New York State: New York Zip: 10022-7513

04/25/2001 BABRAHA1 00000064 09839502

04 PD:581

40.00 BP

6. Total number of applications and patents involved:

1

7. Total fee (37 CFR 3.41):.....\$ 40

☒ Enclosed

☐ Authorized to be charged to deposit account

8. Deposit account number:

04-0100

(Attach duplicate copy of this page if paying by deposit account)

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9. Statement and signature.

To the best of my knowledge and belief, the foregoing information is true and correct and any attached copy is a true copy of the original document.

Chanah Brenenson, Reg. 47,442

Name of Person Signing

Chanah Brenenson

Signature

April 20, 2001

Date

Total number of pages including cover sheet, attachments, and document:

6

Mail documents to be recorded with required cover sheet information to:
Commissioner of Patents & Trademarks, Box Assignments
Washington, D.C. 20231

ASSIGNMENT

WHEREAS, I, Andres PINEDA, a citizen of the United States of America, residing at 775 E. Blithedale #276, Mill Valley, CA 94941; and

I, Juliana MAYER, a citizen of the United States of America, residing at 218 Waller Street, San Francisco, CA 94102; and

I, Steven SPIECZNY, a citizen of the United States of America, residing at 510 Jersey Street, San Francisco, CA 94114; and

I, David SCHMIDT, a citizen of the United States of America, residing at 1690 Broadway Street, Apt. 708, San Francisco, CA 94109; and

I, David SOLOFF, a citizen of the United States of America, residing at 1035 Deharo #2, San Francisco, CA 94107; and

I, Sparky Wilson ROSE, a citizen of the United States of America, residing at 32 Ford Street, San Francisco, CA 94114; and

I, Colleen REILLY, a citizen of the United States of America, residing at c/o Viant, 650 Townsend Street #375, San Francisco, CA 94103; and

I, Neal BHAMRE, a citizen of the United States of America, residing at 2941 23rd Avenue, San Francisco, CA 94132,

hereinbelow called "Assignors", have made a certain invention in

INTERACTIVE EMPLOYMENT SYSTEM AND METHOD

described in the application filed in the U.S. Patent and Trademark Office on April 21, 2000, under Serial No. 60/199,038; and

WHEREAS, ROBERT HALF INTERNATIONAL, INC., a corporation organized and existing under and by virtue of the laws of Delaware, and having offices and doing business at 2884 Sand Hill Road, Menlo Park, CA 94025 and elsewhere, hereinbelow called "Assignee", is desirous of securing the entire right, title and interest in and to the said invention;

NOW, THEREFORE, BE IT KNOWN that for and in consideration of the sum of One Dollar (\$1.00) to us in hand paid by the said Assignee, and other good and valuable consideration, the receipt of all of which is hereby acknowledged, we, the said Assignors, have sold, assigned, transferred and set over, and by these presents do hereby sell, assign, transfer and

set over unto the said Assignee, its successors and assigns, the entire right, title and interest throughout the world in and to the said invention, application and Letters Patent, when granted, and in and to any divisions, continuations, improvements, reissues or extensions that may be made or granted on any of them;

TO HAVE AND TO HOLD the same to the full end of the term or terms for which said Letters Patent may be granted, as fully and completely as the same might be held by us had this sale and assignment not been made.

For the consideration aforesaid, we hereby covenant and agree to and with the said Assignee, its successors and assigns, that, whenever its counsel or representative, or the counsel or representative of its successors or assigns, shall advise that an amendment to, or a division of, or any other proceeding or action in connection with said application or invention, including interference proceedings, is lawful and desirable, or that a reissue or continuation or extension of said Letters Patent is lawful and desirable, we will sign all papers and drawings, take all rightful oaths and affidavits, and do all acts necessary or required to be done for the procurement of valid Letters Patent for said invention, or for the reissue or continuation or extension of the same, and will do all acts necessary or required to secure to the said Assignee, its successors, and assigns, the title to and full benefit of all rights hereby assigned, without charge to said Assignee or its successors or assigns, but at its or their expense;

AND the Commissioner of Patents and Trademarks is requested to issue the said Letters Patent, when granted, in accordance with this sale and assignment.

For the consideration aforesaid, we have sold, assigned, transferred and set over and by these presents do sell, assign, transfer and set over unto the said Assignee, its successors, and assigns, or the nominees of any of them, the entire right, title and interest in and to any and all Letters Patent for said invention, which may be granted in countries foreign to the United States, and in and to any applications for Letters Patent, which may be filed for said invention in countries foreign to the United States, and in and to the invention described in said applications; and we hereby authorize and empower said Assignee and its successors, assigns or nominees, to apply for Letters Patent or other form of protection on said invention in its own name or in the name of its successors, assigns or nominees, in any or all countries where it may desire to file such application, and where said application may be filed by another than the inventor; and we hereby covenant and agree to sign all papers and drawings, take all rightful oaths, execute all rightful affidavits, and do all acts necessary or required to be done for the procurement and maintenance of Letters Patent or other form of protection for said invention in countries foreign to the United States, and for further investing or confirming the right and title thereto in the Assignee, its successors, assigns or nominees, without charge to said Assignee, its successors, assigns or nominees, but at its or their expense.

I declare under penalty of perjury under the laws of the United States of America that I have signed this document as my own free act and that all of the foregoing is true and correct.

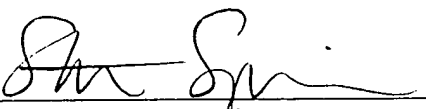
Dated: _____

Andres PINEDA, Inventor

Dated: _____

Juliana MAYER, Inventor

Dated: 4/16/01



Steven SPIECZNY, Inventor

Dated: _____

David SCHMIDT, Inventor

Dated: _____

David SOLOFF, Inventor

Dated: _____

Sparky Wilson ROSE, Inventor

Dated: _____

Colleen REILLY, Inventor

Dated: _____

Neal BHAMRE, Inventor

I declare under penalty of perjury under the laws of the United States of America that I have signed this document as my own free act and that all of the foregoing is true and correct.

Dated: _____

Andres PINEDA, Inventor

Dated: 4/9/01

Juliana Mayer
Juliana MAYER, Inventor

Dated: _____

Steven SPIECZNY, Inventor

Dated: _____

David SCHMIDT, Inventor

Dated: _____

David SOLOFF, Inventor

Dated: _____

Sparky Wilson ROSE, Inventor

Dated: _____

Colleen REILLY, Inventor

Dated: _____

Neal BHAMRE, Inventor

I declare under penalty of perjury under the laws of the United States of America that I have signed this document as my own free act and that all of the foregoing is true and correct.

Dated: _____

Andres PINEDA, Inventor

Dated: _____

Juliana MAYER, Inventor

Dated: _____

Steven SPIECZNY, Inventor

Dated: 4/6/01



David SCHMIDT, Inventor

Dated: _____

David SOLOFF, Inventor

Dated: _____

Sparky Wilson ROSE, Inventor

Dated: _____

Colleen REILLY, Inventor

Dated: _____

Neal BHAMRE, Inventor



6565 19629451.
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ASSISTANT SECRETARY AND COMMISSIONER
OF PATENTS AND TRADEMARKS
Washington, D.C. 20231

JULY 13, 2001

PTAS

DARBY & DARBY P.C.
CHANAH BRENNERSON
805 THIRD AVENUE, 27TH FLOOR
NEW YORK, NEW YORK 10022-7513



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RECORDATION DATE: 04/20/2001

REEL/FRAME: 011739/0904
NUMBER OF PAGES: 6

BRIEF: ASSIGNMENT OF ASSIGNOR'S INTEREST (SEE DOCUMENT FOR DETAILS).

ASSIGNOR:

PINEDA, ANDRES

DOC DATE: 11/08/2000

ASSIGNOR:

ROSE, SPARKY WILSON

DOC DATE: 10/30/2000

ASSIGNOR:

BHAMRE, NEAL

DOC DATE: 10/23/2000

ASSIGNEE:

TM DIGITAL, INC.
2884 SAND HILL ROAD
MENLO PARK, CALIFORNIA 94025

SERIAL NUMBER: 09839502 ✓
PATENT NUMBER:

FILING DATE: 04/20/2001
ISSUE DATE:

011739/0904 PAGE 2

ANTIONE ROYALL, EXAMINER
ASSIGNMENT DIVISION
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1. Name of conveying party(ies):

Andres PINEDA; Sparky Wilson ROSE; and
Neal BHAMRE

Additional name(s) of conveying party(ies) attached? ☐ Yes ☒ No

3. Nature of conveyance:

☒ Assignment ☐ Merger
☐ Security Agreement ☐ Change of Name
☐ Other

Execution Date: 11/08/2000; 10/30/00; and 10/23/00

2. Name and address of receiving party(ies):

Name: TM Digital, Inc.

Internal Address:

Street Address: 2884 Sand Hill Road

City: Menlo Park State: CA Zip: 94025

Additional name(s) & address(es) attached? ☐ Yes ☒ No

EXPRESS MAIL CERTIFICATE

Date: 4/20/01 Label No. 853599866US

I hereby certify that, on the date indicated above, this paper or
fee was deposited with the U.S. Postal Service & that it was
addressed for delivery to the Assistant Commissioner for
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to Addressee's service.

4. Application number(s) or patent number(s):

If this document is being filed together with a new application, the execution date of the application is: 4/16/01;

4/8/01; 4/6/01; and 3/19/01

A. Patent Application No.(s)

09/839502

B. Patent No.(s)

Additional numbers attached? ☐ Yes ☒ No

5. Name and address of party to whom correspondence concerning document should be mailed:

Name: Darby & Darby P.C.

Internal Address: Chanah Brenenson

Street Address: 805 Third Avenue, 27th Floor

City: New York State: New York Zip: 10022-7513

6. Total number of applications and patents involved:

1

7. Total fee (37 CFR 3.41):.....\$ 40

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☐ Authorized to be charged to deposit account

8. Deposit account number:

04-0100

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9. Statement and signature.

To the best of my knowledge and belief, the foregoing information is true and correct and any attached copy is a true copy of the original document.

Chanah Brenenson, Reg. 47,442
Name of Person Signing

Signature

April 20, 2001
Date

Total number of pages including cover sheet, attachments, and document:

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Washington, D.C. 20231

COPY

Docket No. 6565/0G622

ASSIGNMENT

WHEREAS, I, Andres PINEDA, a citizen of the United States of America, residing at 775 E. Blithedale #276, Mill Valley, CA 94941; and

I, Juliana MAYER, a citizen of the United States of America, residing at 218 Waller Street, San Francisco, CA 94102; and

I, Steven SPIECZNY, a citizen of the United States of America, residing at 510 Jersey Street, San Francisco, CA 94114; and

I, David SCHMIDT, a citizen of the United States of America, residing at 1690 Broadway Street, Apt. 708, San Francisco, CA 94109; and

I, David SOLOFF, a citizen of the United States of America, residing at 1035 Deharo #2, San Francisco, CA 94107; and

I, Sparky Wilson ROSE, a citizen of the United States of America, residing at 32 Ford Street, San Francisco, CA 94114; and

I, Colleen REILLY, a citizen of the United States of America, residing at c/o Viant, 650 Townsend Street #375, San Francisco, CA 94103; and

I, Neal BHAMRE, a citizen of the United States of America, residing at 2941 23rd Avenue, San Francisco, CA 94132,

hereinbelow called "Assignors", have made a certain invention in

INTERACTIVE EMPLOYMENT SYSTEM AND METHOD

described in the application filed in the U.S. Patent and Trademark Office on April 21, 2000, under Serial No. 60/199,038; and

WHEREAS, TM DIGITAL, INC., a corporation organized and existing under and by virtue of the laws of Delaware, and having offices and doing business at 2884 Sand Hill Road, Menlo Park, CA 94025 and elsewhere, hereinbelow called "Assignee", is desirous of securing the entire right, title and interest in and to the said invention;

NOW, THEREFORE, BE IT KNOWN that for and in consideration of the sum of One Dollar (\$1.00) to us in hand paid by the said Assignee, and other good and valuable consideration, the receipt of all of which is hereby acknowledged, we, the said Assignors, have sold, assigned, transferred and set over, and by these presents do hereby sell, assign, transfer and

set over unto the said Assignee, its successors and assigns, the entire right, title and interest throughout the world in and to the said invention, application and Letters Patent, when granted, and in and to any divisions, continuations, improvements, reissues or extensions that may be made or granted on any of them;

TO HAVE AND TO HOLD the same to the full end of the term or terms for which said Letters Patent may be granted, as fully and completely as the same might be held by us had this sale and assignment not been made.

For the consideration aforesaid, we hereby covenant and agree to and with the said Assignee, its successors and assigns, that, whenever its counsel or representative, or the counsel or representative of its successors or assigns, shall advise that an amendment to, or a division of, or any other proceeding or action in connection with said application or invention, including interference proceedings, is lawful and desirable, or that a reissue or continuation or extension of said Letters Patent is lawful and desirable, we will sign all papers and drawings, take all rightful oaths and affidavits, and do all acts necessary or required to be done for the procurement of valid Letters Patent for said invention, or for the reissue or continuation or extension of the same, and will do all acts necessary or required to secure to the said Assignee, its successors, and assigns, the title to and full benefit of all rights hereby assigned, without charge to said Assignee or its successors or assigns, but at its or their expense;

AND the Commissioner of Patents and Trademarks is requested to issue the said Letters Patent, when granted, in accordance with this sale and assignment.

For the consideration aforesaid, we have sold, assigned, transferred and set over and by these presents do sell, assign, transfer and set over unto the said Assignee, its successors, and assigns, or the nominees of any of them, the entire right, title and interest in and to any and all Letters Patent for said invention, which may be granted in countries foreign to the United States, and in and to any applications for Letters Patent, which may be filed for said invention in countries foreign to the United States, and in and to the invention described in said applications; and we hereby authorize and empower said Assignee and its successors, assigns or nominees, to apply for Letters Patent or other form of protection on said invention in its own name or in the name of its successors, assigns or nominees, in any or all countries where it may desire to file such application, and where said application may be filed by another than the inventor; and we hereby covenant and agree to sign all papers and drawings, take all rightful oaths, execute all rightful affidavits, and do all acts necessary or required to be done for the procurement and maintenance of Letters Patent or other form of protection for said invention in countries foreign to the United States, and for further investing or confirming the right and title thereto in the Assignee, its successors, assigns or nominees, without charge to said Assignee, its successors, assigns or nominees, but at its or their expense.

I declare under penalty of perjury under the laws of the United States of America that I have signed this document as my own free act and that all of the foregoing is true and correct.

Dated: 11/08/2000
Andres PINEDA, Inventor

Dated: _____

Juliana MAYER, Inventor

Dated: _____

Steven SPIECZNY, Inventor

Dated: _____

David SCHMIDT, Inventor

Dated: _____

David SOLOFF, Inventor

Dated: _____

Sparky Wilson ROSE, Inventor

Dated: _____

Colleen REILLY, Inventor

Dated: _____

Neal BHAMRE, Inventor

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Dated: _____

Andres PINEDA, Inventor

Dated: _____

Juliana MAYER, Inventor

Dated: _____

Steven SPIECZNY, Inventor


Dated: _____

David SCHMIDT, Inventor

Dated: _____

David SOLOFF, Inventor

Dated: 10/30/00



Sparky Wilson ROSE, Inventor

Dated: _____

Colleen REILLY, Inventor

Dated: _____

Neal BHAMRE, Inventor

I declare under penalty of perjury under the laws of the United States of America that I have signed this document as my own free act and that all of the foregoing is true and correct.

Dated: _____

Andres PINEDA, Inventor

Dated: _____

Juliana MAYER, Inventor

Dated: _____

Steven SPIECZNY, Inventor

Dated: _____

David SCHMIDT, Inventor

Dated: _____

David SOLOFF, Inventor

Dated: _____

Sparky Wilson ROSE, Inventor

Dated: _____

Colleen REILLY, InventorDated: 10/23/00Neal Bhamre
Neal BHAMRE, Inventor



65105 / 176622451
UNITED STATES DEPARTMENT OF COMMERCE
Patent and Trademark Office
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Washington, D.C. 20231

JULY 13, 2001

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DARBY & DARBY P.C.
CHANAH BRENNERSON
805 THIRD AVENUE, 27TH FLOOR
NEW YORK, NEW YORK 10022-7513

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PLEASE REVIEW ALL INFORMATION CONTAINED ON THIS NOTICE. THE INFORMATION CONTAINED ON THIS RECORDATION NOTICE REFLECTS THE DATA PRESENT IN THE PATENT AND TRADEMARK ASSIGNMENT SYSTEM. IF YOU SHOULD FIND ANY ERRORS OR HAVE QUESTIONS CONCERNING THIS NOTICE, YOU MAY CONTACT THE EMPLOYEE WHOSE NAME APPEARS ON THIS NOTICE AT 703-308-9723. PLEASE SEND REQUEST FOR CORRECTION TO: U.S. PATENT AND TRADEMARK OFFICE, ASSIGNMENT DIVISION, BOX ASSIGNMENTS, CG-4, 1213 JEFFERSON DAVIS HWY, SUITE 320, WASHINGTON, D.C. 20231.

RECORDATION DATE: 04/20/2001

REEL/FRAME: 011739/0204
NUMBER OF PAGES: 4

BRIEF: MERGER (SEE DOCUMENT FOR DETAILS).

ASSIGNOR:

TM DIGITAL, INC.

DOC DATE: 11/28/2000

ASSIGNEE:

ROBERT HALF INTERNATIONAL, INC.
2884 SAND HILL ROAD
MENLO PARK, CALIFORNIA 94025

SERIAL NUMBER: 09839502 ✓
PATENT NUMBER:

FILING DATE: 04/20/2001
ISSUE DATE:

JOANN STEWART, EXAMINER
ASSIGNMENT DIVISION
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05-02-2001



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Docket No.: 6565/1G622-US1

Patents and Trademarks: Please record the attached original documents or copy thereof.

1. Name of conveying party(ies):

TM Digital, Inc.

Additional name(s) of conveying party(ies) attached? ☐ Yes ☒ No

3. Nature of conveyance:

- ☐ Assignment ☒ Merger
☐ Security Agreement ☐ Change of Name
☐ Other

Execution Date: November 28, 2000

2. Name and address of receiving party(ies):

Name: Robert Half International, Inc.

Internal Address:

Street Address: 2884 Sand Hill Road

City: Menlo Park State: CA Zip: 94025

Additional name(s) & address(es) attached? ☐ Yes ☒ No

4/20/01 62853599866US
Date Label No.

I hereby certify that, on the date indicated above, this paper fee was deposited with the U.S. Postal Service & that it is addressed for delivery to the Assistant Commissioner Patents, Washington, DC 20231 by "Express Mail Post Office to Addressee" service.

D B Peck L B Peck
Name (Print) Signature

4/8/01; 4/6/01; and 3/19/01

4. Application number(s) or patent number(s):

If this document is being filed together with a new application, the execution date of the application is: 4/16/01;

A. Patent Application No.(s)

09/839502

B. Patent No.(s)

Additional numbers attached? ☐ Yes ☒ No

5. Name and address of party to whom correspondence concerning document should be mailed:

Name: Darby & Darby P.C.

Internal Address: Chanah Brenenson

Street Address: 805 Third Avenue, 27th FloorCity: New York State: New York Zip: 10022-7513

05/0001 BABRAHA1 00000064 09839502

75.501 40.00 DP

6. Total number of applications and patents involved:

1

7. Total fee (37 CFR 3.41):.....\$ 40☒ Enclosed☐ Authorized to be charged to deposit account

8. Deposit account number:

04-0100

(Attach duplicate copy of this page if paying by deposit account)

DO NOT USE THIS SPACE

9. Statement and signature.

To the best of my knowledge and belief, the foregoing information is true and correct and any attached copy is a true copy of the original document.

Chanah Brenenson, Reg. 47,442
Name of Person Signing

Chanah Brenenson
Signature

April 20, 2001
Date

Total number of pages including cover sheet, attachments, and document:

4

Mail documents to be recorded with required cover sheet information to:
Commissioner of Patents & Trademarks, Box Assignments
Washington, D.C. 20231

State of Delaware
Office of the Secretary of State

PAGE 1

I, HARRIET SMITH WINDSOR, SECRETARY OF STATE OF THE STATE OF DELAWARE, DO HEREBY CERTIFY THE ATTACHED IS A TRUE AND CORRECT COPY OF THE CERTIFICATE OF OWNERSHIP, WHICH MERGES:

"TM DIGITAL, INC.", A DELAWARE CORPORATION,

WITH AND INTO "ROBERT HALF INTERNATIONAL INC." UNDER THE NAME OF "ROBERT HALF INTERNATIONAL INC.", A CORPORATION ORGANIZED AND EXISTING UNDER THE LAWS OF THE STATE OF DELAWARE, AS RECEIVED AND FILED IN THIS OFFICE THE SIXTEENTH DAY OF JANUARY, A.D. 2001, AT 12:30 O'CLOCK P.M.

A FILED COPY OF THIS CERTIFICATE HAS BEEN FORWARDED TO THE NEW CASTLE COUNTY RECORDER OF DEEDS.

RECEIVED

MAR 2 0 2002

OFFICE OF PETITIONS



0880771 8100M

010025872

Harriet Smith Windsor

Secretary of State

AUTHENTICATION: 0920666

DATE: 01-18-01

CERTIFICATE OF OWNERSHIP AND MERGER

MERGING

TM DIGITAL, INC.

INTO

ROBERT HALF INTERNATIONAL INC.

The undersigned officers of Robert Half International Inc., a corporation incorporated on the 18th day of October, 1979, pursuant to the laws of the State of Delaware, hereby certify that:

1. Robert Half International Inc. is the sole owner of all of the outstanding capital stock of TM Digital, Inc. a corporation incorporated on 21st day of January, 2000, pursuant to the laws of the State of Delaware.
2. The Board of Directors of Robert Half International Inc., at a meeting duly held on November 2, 2000, has determined to merge TM Digital, Inc. with and into Robert Half International Inc.
3. Robert Half International Inc. shall be the surviving corporation of such merger.
4. The resolutions adopted by the Board of Directors of Robert Half International Inc. approving such merger are as follows:

“RESOLVED, that the Company merge TM Digital, Inc. into itself, and assume all of the obligations of such corporation pursuant to Section 253 of the Delaware General Corporation Law.

“RESOLVED, that the Chairman, the Chief Financial Officer and the General Counsel of the Company be, and hereby are, authorized and directed to fix the date for the foregoing merger.

“RESOLVED, that there are hereby adopted and approved, effective as of the date hereof, any and all other resolutions, plans of merger or documents of any type required to be adopted or approved by this Board of Directors by the law governing corporations of any state in order for such merger to be effected, and the Secretary of the Company is hereby authorized to certify to any state agency or authority that such resolutions, plans of merger or documents were so adopted and approved.

“RESOLVED, that the officers of the Company be, and hereby are, authorized and directed to execute, acknowledge and file a Certificate of

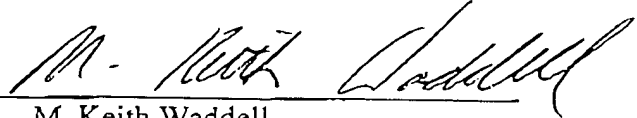
Ownership and/or Certificate of Merger and all such documents and instruments and to take all such action as they may deem necessary or advisable for the purpose of effecting the purpose and intent of the foregoing resolutions."

5. The merger of TM Digital, Inc. with and into Robert Half International Inc. shall be effective upon November 30, 2000, at 11:59 p.m.

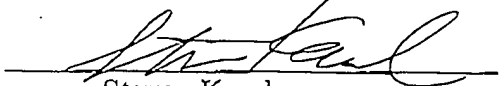
IN WITNESS WHEREOF, Robert Half International Inc. has caused this Certificate of Ownership and Merger to be signed by its Vice Chairman and attested by its Secretary, and its corporate seal to be affixed, this 28th day of November, 2000.

ROBERT HALF INTERNATIONAL INC.

By


M. Keith Waddell
Vice Chairman

ATTEST:


Steven Karel
Secretary

[Corporate Seal]

**DARBY &
DARBY**

PROFESSIONAL
CORPORATION

INTELLECTUAL PROPERTY LAW

805 THIRD AVENUE
NEW YORK, NY 10022-7513
TEL (212) 527-7700
FAX (212) 753-6237

March 29, 2001

Reference: 6565/1G622US1

CHANAH BRENENSON
ATTORNEY AT LAW
212-527-7729
cbrenenson@darbylaw.com

VIA FEDERAL EXPRESS

Neal Bhamre
2941 23rd Avenue
San Francisco, CA 94132

Re: New U.S. Patent Application
For: **Interactive Employment System and Method**

Dear Neal:

We are enclosing a U.S. Patent application for the above-referenced invention. This application must be filed on or before April 21, 2001. Please confirm receipt of this correspondence.

As one of the inventors, you may review this application including the claims specifically defining the invention. If the application is in order, please sign and date the enclosed Declaration stating among other things that this application indeed discloses your invention.

Please promptly return the signed Declaration for filing in the U.S. Patent & Trademark Office along with the application prior to April 21, 2001.

Your cooperation is appreciated.

Sincerely yours,



Chanah Brenenson

CSB:pac
Enclosure

DARBY &
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PROFESSIONAL
CORPORATION

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805 THIRD AVENUE
NEW YORK, NY 10022-7513
TEL (212) 527-7700
FAX (212) 753-6237

March 29, 2001

Reference: 6565/1G622US1

CHANAH BRENENSON
ATTORNEY AT LAW
212-527-7729
cbrenenson@darbylaw.com

VIA FEDERAL EXPRESS

Juliana Mayer
218 Waller Street
San Francisco, CA 94114

Re: New U.S. Patent Application
For: **Interactive Employment System and Method**

Dear Juliana:

We are enclosing a U.S. Patent application for the above-referenced invention. This application must be filed on or before April 21, 2001. Please confirm receipt of this correspondence.

As one of the inventors, you may review this application including the claims specifically defining the invention. If the application is in order, please sign and date the enclosed Declaration stating among other things that this application indeed discloses your invention.

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Your cooperation is appreciated.

Sincerely yours,



Chanah Brenenson

CSB:pac
Enclosure

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March 29, 2001

Reference: 6565/1G622US1

CHANAH BRENENSON
ATTORNEY AT LAW
212-527-7729
cbrenenson@darbylaw.com

VIA FEDERAL EXPRESS

Andres Pineda
775 E. Blithedale #276
Mill Valley, CA 94941

Re: New U.S. Patent Application
For: **Interactive Employment System and Method**

Dear Andres:

We are enclosing a U.S. Patent application for the above-referenced invention. This application must be filed on or before April 21, 2001. Please confirm receipt of this correspondence.

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Chanah Brenenson

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805 THIRD AVENUE
NEW YORK, NY 10022-7513
TEL (212) 527-7700
FAX (212) 753-6237

March 29, 2001

Reference: 6565/1G622US1

CHANAH BRENENSON
ATTORNEY AT LAW
212-527-7729
cbrenenson@darbylaw.com

VIA FEDERAL EXPRESS

David Schmidt
1690 Broadway Street
Apt. 708
San Francisco, CA 94109

Re: New U.S. Patent Application
For: **Interactive Employment System and Method**

Dear David:

We are enclosing a U.S. Patent application for the above-referenced invention. This application must be filed on or before April 21, 2001. Please confirm receipt of this correspondence.

As one of the inventors, you may review this application including the claims specifically defining the invention. If the application is in order, please sign and date the enclosed Declaration stating among other things that this application indeed discloses your invention.

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Your cooperation is appreciated.

Sincerely yours,



Chanah Brenenson

CSB:pac
Enclosure

INTELLECTUAL PROPERTY LAW

805 THIRD AVENUE
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FAX (212) 753-6237

March 29, 2001

Reference: 6565/1G622US1

CHANAH BRENENSON
ATTORNEY AT LAW
212-527-7729
cbrenenson@darbylaw.com

VIA FEDERAL EXPRESS

David Soloff
1035 Deharo #2
San Francisco, CA 94107

Re: New U.S. Patent Application
For: **Interactive Employment System and Method**

Dear David:

We are enclosing a U.S. Patent application for the above-referenced invention. This application must be filed on or before April 21, 2001. Please confirm receipt of this correspondence.


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Sincerely yours,


Chanah Brenenson

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March 29, 2001

Reference: 6565/1G622US1

CHANAH BRENENSON
ATTORNEY AT LAW
212-527-7729
cbrenenson@darbylaw.com

VIA FEDERAL EXPRESS

Steven Spieczny
510 Jersey Street,
San Francisco, CA 94114

Re: New U.S. Patent Application
For: **Interactive Employment System and Method**

Dear Steven:

We are enclosing a U.S. Patent application for the above-referenced invention. This application must be filed on or before April 21, 2001. Please confirm receipt of this correspondence.

As one of the inventors, you may review this application including the claims specifically defining the invention. If the application is in order, please sign and date the enclosed Declaration stating among other things that this application indeed discloses your invention.

In addition, please sign and date the enclosed Assignment to Robert Half International.

Both documents should be promptly returned to me for filing in the U.S. Patent & Trademark Office along with the application prior to April 21, 2001.

Your cooperation is appreciated.

Sincerely yours,



Chanah Brenenson

CSB:pac
Enclosure

Customer No.:



07278

PATENT TRADEMARK OFFICE

Docket No.: 6565/1G622-US1

**DECLARATION
AND POWER OF ATTORNEY
Original Application**

As a below named inventor, I declare that the information given herein is true, that I believe that I am the original, first and sole inventor if only one name is listed at 1 below, or a joint inventor if plural inventors are named below, of the invention entitled:

INTERACTIVE EMPLOYMENT SYSTEM AND METHOD

which is described and claimed in:

☐ the attached specification or ☒ the specification in application Serial No. 09/839,502, filed April 20, 2001
(for declaration not accompanying appl.)

that I do not know and do not believe that the same was ever known or used in the United States of America before my or our invention thereof or patented or described in any printed publication in any country before my or our invention thereof, or more than one year prior to this application, or in public use or on sale in the United States of America more than one year prior to this application, that the invention has not been patented or made the subject of an inventor's certificate issued before the date of this application in any country foreign to the United States of America on an application filed by me or my legal representatives or assigns more than twelve months prior to this application, that I acknowledge my duty to disclose information of which I am aware which is material to patentability in accordance with 37 CFR §1.56. I hereby state that I have reviewed and understand the contents of the above-identified specification, including the claims, as amended by any amendment referred to above. I hereby claim the priority benefits under 35 U.S.C. §119 of any application(s) for patent or inventor's certificate listed below. All foreign applications for patent or inventor's certificate on this invention filed by me or my legal representatives or assigns prior to the application(s) of which priority is claimed are also identified below.

PRIOR APPLICATION(S), IF ANY, OF WHICH PRIORITY IS CLAIMED

<u>COUNTRY</u>	<u>APPLICATION NO.</u>	<u>DATE OF FILING</u>
U.S.	60/199,038	April 21, 2000

**ALL FOREIGN APPLICATIONS, IF ANY, FILED PRIOR
TO THE APPLICATION(S) OF WHICH PRIORITY IS CLAIMED**

COUNTRY APPLICATION NO. DATE OF FILING

POWER OF ATTORNEY:

As a named inventor, I hereby appoint the following attorney(s) and/or agents(s) to prosecute this application and transact all business in the Patent and Trademark office connected therewith: Gordon D. Coplein #19,165, Michael J. Sweedler #19,937, S. Peter Ludwig #25,351, Paul Fields #20,298, Marc S. Gross #19,614, Joseph B. Lerch #26,936, Melvin C. Garner #26,272, Ethan Horwitz #27,646, Adda C. Gogoris #29,714, Bert J. Lewen #19,407, Henry Sternberg #22,408, Peter C. Schechter #31,662, Robert Schaffer #31,194, Robert C. Sullivan, Jr. #30,499, Ira J. Levy #35,587, Joseph R. Robinson #33,448, Scott G. Lindvall #40,325, Paul F. Fehlner, Ph.D. #35,135, David Leason #36,195, Chanah Brenenson #47,442

all of the firm of DARBY & DARBY P.C., 805 Third Avenue, New York, NY 10022

SEND CORRESPONDENCE TO: DIRECT TELEPHONE CALLS TO:

DARBY & DARBY P.C.
805 Third Avenue
New York, NY 10022

Chanah Brenenson

212-527-7700

FULL NAME AND RESIDENCE OF INVENTOR 1

LAST NAME: BHAMRE FIRST NAME: Neal MIDDLE NAME:
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.
POST OFFICE ADDRESS: 2941 23rd Avenue CITY: San Francisco
STATE OR COUNTRY: California ZIP CODE: 94132

FULL NAME AND RESIDENCE OF INVENTOR 2

LAST NAME: MAYER FIRST NAME: Juliana MIDDLE NAME:
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.
POST OFFICE ADDRESS: 218 Waller Street CITY: San Francisco
STATE OR COUNTRY: California ZIP CODE: 94102

FULL NAME AND RESIDENCE OF INVENTOR 3

LAST NAME: PINEDA FIRST NAME: Andres MIDDLE NAME:
CITY: Mill Valley STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.
POST OFFICE ADDRESS: 775 E. Blithedale #276 CITY: Mill Valley
STATE OR COUNTRY: California ZIP CODE: 94941

FULL NAME AND RESIDENCE OF INVENTOR 4

LAST NAME: REILLY FIRST NAME: Colleen MIDDLE NAME:
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.
POST OFFICE ADDRESS: 221 Noe Street Apt. 8 CITY: San Francisco
STATE OR COUNTRY: California ZIP CODE: 94114

FULL NAME AND RESIDENCE OF INVENTOR 5

LAST NAME: ROSE FIRST NAME: Sparky MIDDLE NAME: Wilson
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.
POST OFFICE ADDRESS: 32 Ford Street CITY: San Francisco
STATE OR COUNTRY: California ZIP CODE: 94114

FULL NAME AND RESIDENCE OF INVENTOR 6

LAST NAME: SCHMIDT FIRST NAME: David MIDDLE NAME:
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.
POST OFFICE ADDRESS: 1690 Broadway Street, Apt. 708 CITY: San Francisco
STATE OR COUNTRY: California ZIP CODE: 94109

FULL NAME AND RESIDENCE OF INVENTOR 7

LAST NAME: SOLOFF FIRST NAME: David MIDDLE NAME:
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.
POST OFFICE ADDRESS: 1035 Deharo #2 CITY: San Francisco
STATE OR COUNTRY: California ZIP CODE: 94107

FULL NAME AND RESIDENCE OF INVENTOR 8

LAST NAME: SPIECZNY FIRST NAME: Steven MIDDLE NAME:
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.
POST OFFICE ADDRESS: 510 Jersey Street CITY: San Francisco
STATE OR COUNTRY: California ZIP CODE: 94114

I further declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001

of Title 18 of the United States Code, and that such willful false statements may jeopardize the validity of the application or any patent issuing thereon.

SIGNATURE OF INVENTOR 1: _____ DATED: _____
Neal BHAMRE

SIGNATURE OF INVENTOR 2: _____ DATED: _____
Juliana MAYER

SIGNATURE OF INVENTOR 3: _____ DATED: _____
Andres PINEDA

SIGNATURE OF INVENTOR 4: _____ DATED: _____
Colleen REILLY

SIGNATURE OF INVENTOR 5: _____ DATED: _____
Sparky Wilson ROSE

SIGNATURE OF INVENTOR 6: _____ DATED: _____
David SCHMIDT

SIGNATURE OF INVENTOR 7: _____ DATED: _____
David SOLOFF

SIGNATURE OF INVENTOR 8: _____ DATED: _____
Steven SPIECZNY

**DARBY &
DARBY**

PROFESSIONAL
CORPORATION

FILE COPY

INTELLECTUAL PROPERTY LAW

February 1, 2002

CHANAH BRENENSON
ATTORNEY AT LAW
212-527-7729
cbrenenson@darbylaw.com

805 THIRD AVENUE
NEW YORK, NY 10022-7513
TEL (212) 527-7700
FAX (212) 753-6237

Reference: 6565/1G622-US1

via First Class Mail/Return Receipt

Mr. David Soloff
1035 Deharo #2
San Francisco, CA 94107

Re: U.S. Patent Application Serial No.: 09/839,502
For: INTERACTIVE EMPLOYMENT SYSTEM AND METHOD
Filed: April 20, 2001

Dear Mr. Soloff:

Enclosed please find a copy of your patent application for your review and records. Also, enclosed please find an original Declaration/Power of Attorney, and Assignment for execution.

As one of the inventors, please sign and date the Declaration/Power of Attorney, and the Assignment, and return both executed documents to me, on or before February 15, 2002, for filing in the U.S. Patent and Trademark Office. For your convenience, a self addressed prepaid Federal Express envelope is enclosed.

This is time sensitive and your cooperation is appreciated.

If you have any questions, please feel free to contact me.

Sincerely yours,



Chanah Brenenson

CSB:lq

Enclosure

M:\6565\1G622\LQ0443.WPD

**DARBY &
DARBY**

PROFESSIONAL
CORPORATION

FILE COPY

INTELLECTUAL PROPERTY LAW

805 THIRD AVENUE
NEW YORK, NY 10022-7513
TEL (212) 527-7700
FAX (212) 753-6237

February 1, 2002

Reference: 6565/1G622-US1

CHANAH BRENENSON
ATTORNEY AT LAW
212-527-7729
cbrenenson@darbylaw.com

via First Class Mail/Return Receipt

Ms. Colleen Reilly
221 Noe St., Apt. 8
San Francisco, CA 94114

Re: U.S. Patent Application Serial No.: 09/839,502
For: INTERACTIVE EMPLOYMENT SYSTEM AND METHOD
Filed: April 20, 2001

Dear Ms. Reilly:

Enclosed please find a copy of your patent application for your review and records. Also, enclosed please find an original Declaration/Power of Attorney, and Assignment for execution.

As one of the inventors, please sign and date the Declaration/Power of Attorney, and the Assignment, and return both executed documents to me, on or before February 15, 2002, for filing in the U.S. Patent and Trademark Office. For your convenience, a self addressed prepaid Federal Express envelope is enclosed.

This is time sensitive and your cooperation is appreciated.

If you have any questions, please feel free to contact me.

Sincerely yours,



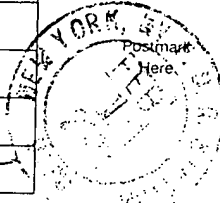
Chanah Brenenson
CSB:lq
Enclosure

7000 1670 0008 6777 9902

U.S. Postal Service	
CERTIFIED MAIL RECEIPT	
(Domestic Mail Only; No Insurance Coverage Provided)	
Postage	\$ 1.95
Certified Fee	2.10
Return Receipt Fee (Endorsement Required)	1.50
Restricted Delivery Fee (Endorsement Required)	
Total Postage & Fees	\$ 5.55

Sent To MS. Colleen Reilly
 Street, Apt. No., or PO Box No. 221 NDE St, Apt 8
 City, State, ZIP+4 San Francisco, CA 94114

PS Form 3800, May 2000 See Reverse for Instructions

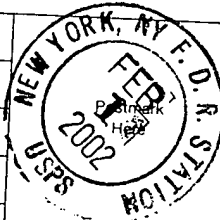


7000 1670 0008 6777 9919

U.S. Postal Service	
CERTIFIED MAIL RECEIPT	
(Domestic Mail Only; No Insurance Coverage Provided)	
Postage	\$ 1.95
Certified Fee	2.10
Return Receipt Fee (Endorsement Required)	1.50
Restricted Delivery Fee (Endorsement Required)	
Total Postage & Fees	\$ 5.55

Sent To Mr David Soloff
 Street, Apt. No., or PO Box No. 1035 Deheero, #2
 City, State, ZIP+4 San Francisco, CA 94107

PS Form 3800, May 2000 See Reverse for Instructions



FEB. 22, '02

MS. BRENNAN,

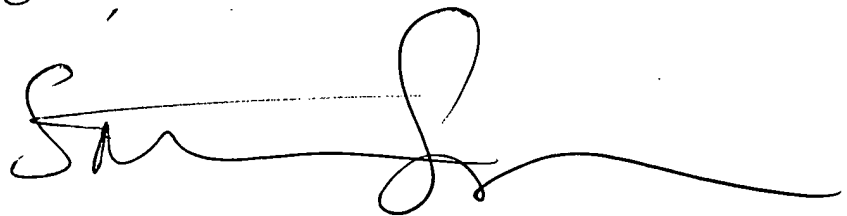
MY APOLOGIES FOR MISSING THE
HEADLINE, BUT I HAVE BEEN
TRAVELING OVERSEAS.

IN ADDITION, MY ADDRESS HAS
CHANGED:

STEVEN SPIERZ
3442 S. CENTINELA
SUITE 3
LOS ANGELES, CA
90066

(310) 390-7121

THANK YOU,

A handwritten signature in black ink, appearing to read 'Steven Spierz', with a long horizontal flourish extending to the right.

Customer No.:



07278

PATENT TRADEMARK OFFICE

Docket No.: 6565/1G622-US1

**DECLARATION
AND POWER OF ATTORNEY
Original Application**

As a below named inventor, I declare that the information given herein is true, that I believe that I am the original, first and sole inventor if only one name is listed at 1 below, or a joint inventor if plural inventors are named below, of the invention entitled:

INTERACTIVE EMPLOYMENT SYSTEM AND METHOD

which is described and claimed in:

☐ the attached specification or ☒ the specification in application Serial No. 09/839,502, filed April 20, 2001
(for declaration not accompanying appl.)

that I do not know and do not believe that the same was ever known or used in the United States of America before my or our invention thereof or patented or described in any printed publication in any country before my or our invention thereof, or more than one year prior to this application, or in public use or on sale in the United States of America more than one year prior to this application, that the invention has not been patented or made the subject of an inventor's certificate issued before the date of this application in any country foreign to the United States of America on an application filed by me or my legal representatives or assigns more than twelve months prior to this application, that I acknowledge my duty to disclose information of which I am aware which is material to patentability in accordance with 37 CFR §1.56. I hereby state that I have reviewed and understand the contents of the above-identified specification, including the claims, as amended by any amendment referred to above. I hereby claim the priority benefits under 35 U.S.C. §119 of any application(s) for patent or inventor's certificate listed below. All foreign applications for patent or inventor's certificate on this invention filed by me or my legal representatives or assigns prior to the application(s) of which priority is claimed are also identified below.

PRIOR APPLICATION(S), IF ANY, OF WHICH PRIORITY IS CLAIMED

<u>COUNTRY</u>	<u>APPLICATION NO.</u>	<u>DATE OF FILING</u>
U.S.	60/199,038	April 21, 2000

**ALL FOREIGN APPLICATIONS, IF ANY, FILED PRIOR
TO THE APPLICATION(S) OF WHICH PRIORITY IS CLAIMED**

COUNTRY APPLICATION NO. DATE OF FILING

POWER OF ATTORNEY:

As a named inventor, I hereby appoint the following attorney(s) and/or agents(s) to prosecute this application and transact all business in the Patent and Trademark office connected therewith: Gordon D. Coplein #19,165, Michael J. Sweedler #19,937, S. Peter Ludwig #25,351, Paul Fields #20,298, Marc S. Gross #19,614, Joseph B. Lerch #26,936, Melvin C. Garner #26,272, Ethan Horwitz #27,646, Adda C. Gogoris #29,714, Bert J. Lewen #19,407, Henry Sternberg #22,408, Peter C. Schechter #31,662, Robert Schaffer #31,194, Robert C. Sullivan, Jr. #30,499, Ira J. Levy #35,587, Joseph R. Robinson #33,448, Scott G. Lindvall #40,325, Paul F. Fehlner, Ph.D. #35,135, David Leason #36,195, Chanah Brenenson #47,442

all of the firm of DARBY & DARBY P.C., 805 Third Avenue, New York, NY 10022

SEND CORRESPONDENCE TO: DIRECT TELEPHONE CALLS TO:

DARBY & DARBY P.C.
805 Third Avenue
New York, NY 10022

Chanah Brenenson

212-527-7700

FULL NAME AND RESIDENCE OF INVENTOR 1

LAST NAME: BHAMRE FIRST NAME: Neal MIDDLE NAME:
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.
POST OFFICE ADDRESS: 2941 23rd Avenue CITY: San Francisco
STATE OR COUNTRY: California ZIP CODE: 94132

FULL NAME AND RESIDENCE OF INVENTOR 2

LAST NAME: MAYER FIRST NAME: Juliana MIDDLE NAME:
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.
POST OFFICE ADDRESS: 218 Waller Street CITY: San Francisco
STATE OR COUNTRY: California ZIP CODE: 94102

FULL NAME AND RESIDENCE OF INVENTOR 3

LAST NAME: PINEDA FIRST NAME: Andres MIDDLE NAME:
CITY: Mill Valley STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.
POST OFFICE ADDRESS: 775 E. Blithedale #276 CITY: Mill Valley
STATE OR COUNTRY: California ZIP CODE: 94941

FULL NAME AND RESIDENCE OF INVENTOR 4

LAST NAME: REILLY FIRST NAME: Colleen MIDDLE NAME:
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.
POST OFFICE ADDRESS: 221 Noe Street Apt. 8 CITY: San Francisco
STATE OR COUNTRY: California ZIP CODE: 94114

FULL NAME AND RESIDENCE OF INVENTOR 5

LAST NAME: ROSE FIRST NAME: Sparky MIDDLE NAME: Wilson
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.
POST OFFICE ADDRESS: 32 Ford Street CITY: San Francisco
STATE OR COUNTRY: California ZIP CODE: 94114

FULL NAME AND RESIDENCE OF INVENTOR 6

LAST NAME: SCHMIDT FIRST NAME: David MIDDLE NAME:
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.
POST OFFICE ADDRESS: 1690 Broadway Street, Apt. 710 CITY: San Francisco
STATE OR COUNTRY: California ZIP CODE: 94109

FULL NAME AND RESIDENCE OF INVENTOR 7

LAST NAME: SOLOFF FIRST NAME: David MIDDLE NAME:
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.
POST OFFICE ADDRESS: 1035 Deharo #2 CITY: San Francisco
STATE OR COUNTRY: California ZIP CODE: 94107

FULL NAME AND RESIDENCE OF INVENTOR 8

LAST NAME: SPIECZNY FIRST NAME: Steven MIDDLE NAME:
CITY: Los Angeles STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.
POST OFFICE ADDRESS: 3442 S. Centinela, Suite 8 CITY: Los Angeles
STATE OR COUNTRY: California ZIP CODE: 90066

I further declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code, and that such willful false statements may jeopardize the validity of the application or any patent issuing thereon.

SIGNATURE OF INVENTOR 1: _____ DATED: _____
Neal BHAMRE

SIGNATURE OF INVENTOR 2: _____ DATED: _____
Juliana MAYER

SIGNATURE OF INVENTOR 3: _____ DATED: _____
Andres PINEDA

SIGNATURE OF INVENTOR 4: _____ DATED: _____
Colleen REILLY

SIGNATURE OF INVENTOR 5: _____ DATED: _____
Sparky Wilson ROSE

SIGNATURE OF INVENTOR 6: _____ DATED: _____
David SCHMIDT

SIGNATURE OF INVENTOR 7: _____ DATED: _____
David SOLOFF

SIGNATURE OF INVENTOR 8: _____ DATED: _____
Steven SPIECZNY

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805 THIRD AVENUE
NEW YORK, NY 10022-7513
TEL (212) 527-7700
FAX (212) 753-6237

March 1, 2002

Reference: 6565/1G622-US1

CHANAH BRENENSON
ATTORNEY AT LAW
212-527-7729
cbrenenson@darbylaw.com

via **FEDERAL EXPRESS**

Ms. Colleen Reilly
221 Noe St., Apt. 8
San Francisco, CA 94114

Re: U.S. Patent Application Serial No.: 09/839,502
For: INTERACTIVE EMPLOYMENT SYSTEM AND METHOD
Filed: April 20, 2001

Dear Ms. Reilly:

In furtherance of our letter of February 1, 2002, we request that you substitute the enclosed Declaration. On the inventor's addresses was incorrectly stated in the previously sent document.

We remind you that as one of the inventors, you are entitled to review the application and sign a declaration. We sent a copy of the patent application with our February letter.

We again ask that you review the application and Declaration and execute the enclosed Declaration. Please use the enclosed prepaid Federal Express envelop to promptly return the signed and dated Declaration.

We have a rapidly approaching deadline of March 15, 2002 for responding to the patent office. We would like to include your Declaration with our response.

If you have any questions, please feel free to contact me.

Thank you for your cooperation.

Sincerely yours,



Chanah Brenenson
CSB:lq
Enclosure

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FAX (212) 753-6237

March 7, 2002

Reference: 6565/1G622-US1

CHANAH BRENENSON
ATTORNEY AT LAW
212-527-7729
cbrenenson@darbylaw.com

via EXPRESS MAIL

EV004811640US

Mr. David Soloff
1035 Deharo #2
San Francisco, CA 94107

Re: U.S. Patent Application Serial No.: 09/839,502
For: INTERACTIVE EMPLOYMENT SYSTEM AND METHOD
Filed: April 20, 2001

Dear Mr. Soloff:

In furtherance of our letter of February 1, 2002, we request that you substitute the enclosed Declaration. On the inventor's addresses was incorrectly stated in the previously sent document.

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If you have any questions, please feel free to contact me.

Thank you for your cooperation.

Sincerely yours,



Chanah Brenenson
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Mr. David Soloff
1035 Deharo #2
San Francisco, CA 94107



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